Embracing Health Equity

What is a Diverse & Inclusive Workplace?

OUR DIFFERENCES ARE OUR STRENGTHS.

Diversity encompasses a wide range of experiences and characteristics, including race, ethnicity, sexual orientation, gender identity, gender expression, age, national origin, religion, political affiliation, marital status, veteran status, and physical or mental disability.

An **inclusive workplace** is one that embraces the diversity and richness of people from all backgrounds.

Why Do We Need Diversity & Inclusion?

A workplace that is inclusive and values diversity enhances productivity and innovation. Organizations that **promote** a diverse workplace **attract and retain quality employees**. A diverse workforce enables CPH to effectively deliver essential services for the diverse communities we serve.

Common Misconception

"Diversity and inclusion efforts are only good for being 'politically correct.'"

- This effort is more than just trying not to offend. It is about creating a culture of respect for everyone, and being able to better serve our diverse clientele.
- Diversity pertains to **each and every one of us**; when we achieve an inclusive workplace, it enables all of us to have a voice.

What Can You Do to Help Foster an Inclusive Workplace?

We are proud that the department wide survey showed 79% of employees agreed or strongly agreed we are doing well creating a diverse and inclusive workplace. To continue to improve, we all need to educate ourselves and others about the importance of diversity and inclusion.

For more information:

Refer to the "Diversity and Inclusion in the Workplace" document on our intranet page or contact Malaika Brewer at MABrewer@columbus.gov.

THE CITY OF
COLUMBUS
ANDREW J. GINTHER, MAYOR

COLUMBUS
PUBLIC HEALTH